

**MEMORANDUM OF UNDERSTANDING**

**Certified First Assistant**

This Memorandum of Understanding ("MOU") is by and between the Oregon Federation of Nurses and Healthcare Professionals ("OFNHP" or "Union") and PeaceHealth ("PeaceHealth" or "Employer") (together, "Parties"). It documents the agreement reached between OFNHP and PeaceHealth concerning Sacred Heart Medical Center. The parties have agreed as follows:

1. **As of April 22, 2024, the Certified First Assistant will be accreted into the OFNHP Tech Unit:**
  - a. All provisions of the contract will go into effect for this position as of the above listed date.
  - b. The position will be placed on pay grade 11.

**Training program:** At the Medical Center's discretion a training program may be offered. The Medical Center may require a caregiver to agree, at or before the commencement of such training, to reimburse the Medical Center for costs associated with the training. The agreement will have the following provisions:

In the event the caregiver (a) fails to successfully achieve certification or complete the Meridian Institute of Surgical Assisting program and/or (b) chooses to leave PeaceHealth within 24 months of completion of the program and/or (c) fails to commit to employment greater than or equal to 0.8 FTE for a minimum of 2 years, then the caregiver agrees to reimburse PeaceHealth up to a maximum of \$10,000. Reimbursement must be made no later than 30 days from the last day of employment. If the caregiver fails to reimburse PeaceHealth as required under this agreement, they also agree to pay PeaceHealth for its reasonable collection costs, including but not limited to attorney fees.

This obligation shall no longer apply if the caregiver is unable to continue serving in the position for the required period due to circumstances beyond their control.

**PeaceHealth (Employer)**

Signature:  Date: 9/25/2024

Printed Name: Justin Thomas

**OFNHP (Union)**

Signature:  Date: 10.01.2024

Printed Name: Sarina K. Roher